

# Jayson Jsat

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## PROFILE

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Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

## WORK EXPERIENCE

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### Talent Acquisition Manager — Wehner and Sons (Aug 2019 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 9%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 18 roles across EMEA/US, reducing time-to-hire by 22%.
- Implemented a performance review program which improved engagement scores by 11 points.

### Talent Acquisition Manager — Cronin, Zieme and West (May 2024 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 16%.
- Led recruitment for 16 roles across EMEA/US, reducing time-to-hire by 35%.
- Implemented a performance review program which improved engagement scores by 9 points.

### HR Business Partner — Gleason, Funk and Waelchi (Aug 2015 - Nov 2021)

- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 156 roles across EMEA/US, reducing time-to-hire by 24%.

### HR Manager — Lang, Halvorson and Bailey (Dec 2023 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 30 roles across EMEA/US, reducing time-to-hire by 12%.

### People Operations Manager — Jerde and Sons (Dec 2022 - Mar 2024)

- Led recruitment for 83 roles across EMEA/US, reducing time-to-hire by 40%.
- Rolled out benefits and L&D programs that increased retention in key teams by 12%.

## TECHNICAL SKILLS

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### Talent

Employer Branding

### Operations

HRIS (Workday/BambooHR) • Payroll Coordination

### People Practices

L&D • Succession Planning

### Compliance

Workplace Investigations • Diversity & Inclusion • GDPR

## PROJECTS

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creo demonstro fugiat - Business-focused full-range local area network <https://hospitable-apparatus.biz/>

## CERTIFICATIONS

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- SHRM-CP
- PHR